Personnel Management

Present system highly decentralized

Why?

1. Differences in Directorates--

    Not really--all have overseas activities--3 of them sizeable

2. Impression that gives DD control over his people

    Does it?

    Promotions--yes

    Assignments--yes

    Policy planning--no

    Assignments should stay

    Promotions must be standardized for one Agency and

    for equity--DDs must rely on leadership more

    Evidence is leadership of personnel is poor

    Policy must be Agency-wide for one Agency

    Evidence is that system has not worked on promotional

    and recruiting policies--hills & valleys--(never will

    under DDs)

3. What is DCI's role?

    As envisaged by DDs?

    Retirement support, etc.?

As envisaged by DCI

1. Recruit right #s.

2. Set Agency balance on accession, promotion, retirement and RIF

3. Set standards of performance

4. Set security standards

5. Ensure equity for employees

Data Needed for EC Discussions on NAPA

1. # panels by Career Service

Panel groupings

Panel membership

What data do panels receive?

What do panels report? Promotions? Rank ordering?

2. # personnel overseas by Career Service

3. What is a Career Service Board?

All have?

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